

### ***Incumbent Worker Training Retention and Earning Replacement Rates***

Earning replacement rates (ERR) and retention rates are two of the measurements used to gauge the long-term benefits of incumbent worker training programs. These two rates are calculated using total quarterly earnings that employers have submitted to the Indiana Department of Workforce Development's (DWD) Unemployment Insurance division. Wages may be from more than one employer and will include overtime. Wages earned in another state will lower the retention rate because those wages are not submitted to DWD.

The ERR is a measurement of wage gain. It is calculated by dividing the average quarterly wage for the fourth quarter after training by the average quarterly wage when entering training. An ERR above 100% indicates a wage gain. The ERR for PY 05 (July 1, 2005 to June 30, 2006) was 110% and is slightly higher the previous year's ERR of 107%.

The retention rate is determined by dividing the number of workers with wages during the fourth quarter after training by the number of workers who enrolled in training. The retention rate for projects that closed during PY 05 was 86%, slightly less than the previous year.

The table below illustrates the ERR and retention rates starting with projects that ended in PY 05 through PY 99, the first program year that these measures were calculated.

On the following pages are ERR and retention rates for all incumbent worker training projects that ended in PY 05. Incumbent worker training programs in this section include the following training programs:

Advance Indiana (ADVI)  
Gain Education and Training (GET)  
Incumbent Worker Training Fund (IWTF)  
Regional Skills Alliance (RSA)  
Training Acceleration Grant (TAG)

<b>ERR</b>		
<b>Program Year Comparison</b>	<b>ERR</b>	<b>Retention Rate</b>
<b>PY 05</b>	<b>110%</b>	<b>86%</b>
<b>PY 04</b>	<b>107%</b>	<b>90%</b>
<b>PY 03</b>	<b>105%</b>	<b>91%</b>
<b>PY 02</b>	<b>107%</b>	<b>95%</b>
<b>PY 01</b>	<b>103%</b>	<b>91%</b>
<b>PY 00</b>	<b>111%</b>	<b>94%</b>
<b>PY 99</b>	<b>112%</b>	<b>92%</b>

# Earning Replacement Rates (ERR) & Retention Rates

## PY05 Closed-out Grants

	Program	Grant Number	Project	City	ERR (%)	Retention (%)
1	IWT	IWT-5-68-B2	Aisin USA Manufacturing, Inc.	Vincennes	100%	97%
2	IWT	IWT-4f-102-B2	Allied Specialty Precision, Inc.	Mishawaka	84%	100%
3	IWT	IWT-5-8-102-b2	Allison Transmission Div GMC - GM Powertrain	Indianapolis	100%	86%
4	IWT	IWT-4d-102-B5	Aluminum Manufacturing Training Coalition	Fort Wayne	104%	100%
5	IWT	IWT-3-160	AMG Engineering	Indianapolis	105%	95%
6	IWT	IWT-2-136	Applied Extrusion Technologies, Inc.	Terre Haute	109%	100%
7	IWT	IWT-5-10-102-b2	Atmosphere Annealing	North Vernon	123%	100%
8	IWT	IWT-4e-102-B2	Avery Dennison	Greenfield	96%	100%
9	IWT	IWT-3-185	BF GoodrichTire Manufacturing	Woodburn	106%	78%
10	TAG	TAG-5BT-102	Building Trades	Statewide	185%	100%
11	IWT	IWT-2-115	Carr Metal Products - EPPC	Indianapolis	94%	87%
12	IWT	IWT-4c-102-B6	Caterpillar Large Engine Center	Lafayette	100%	100%
13	IWT	IWT-4-260	Chester, Inc.	Valparaiso	104%	100%
14	IWT	IWT 3-189	Clarke Engineering Services, Inc.	Fishers	138%	100%
15	IWT	IWT-3-122	Cooper Standard Automotive	Auburn	118%	94%
16	ADVI	ADVI-3-169	Crown ESA, Inc.	Portage	110%	100%
17	IWT	IVTC-4f-102-B6	Daimler Chrysler	Kokomo	92%	99%
18	GET	PIW-2-468	DaimlerChrysler Foundry	Indianapolis	67%	92%
19	IWT	IWT-4-261	Dans Body Shop Inc.	Delphi	#DIV/0!	#DIV/0!
20	IWT	IWT-5-5-102-b3	Delphi Delco Electronics Systems	Kokomo	141%	100%
21	IWT	IWT-3-165	Dover Diversified (Cook Airtomic)	Jeffersonville	122%	91%
22	IWT	IWT-4-157	Educational Trust Fund -- Plumbers and Pipefitters UA Local 157	Terre Haute	163%	88%
23	IWT	IWT-4-222	Envirotest Systems	Merrillville	108%	100%
24	IWT	IWT-4-225	ESCO Communications, Inc	Indianapolis	99%	100%
25	IWT	IWT-4-223	Express Manufacturing II	Carmel	0%	0%
26	IWT	IWT-3-163	Flexcel Jasper	Jasper	95%	100%
27	IWT	IWT-4a-102-B10	Fort Wayne Newspapers	Fort Wayne	96%	100%
28	IWT	IWT-3-159	G & T Industries	Jasper	106%	91%
29	GET	PIW-2-467	GECOM, Inc.	Greensburg	132%	95%
30	IWT	IVTC-4d-102-B4	General Mills Corporation (Pillsbury)	New Albany	109%	100%
31	IWT	IWT-5-8-102-b3	General Motors MFD	Indianapolis	81%	75%
32	ADVI	ADVI-4-137	Grant County Economic Growth Council	Marion	0%	0%
33	IWT	IWT-5-7-102-B1	Great Dane Limited Partnership- Brazil	Brazil	103%	98%
34	IWT	IWT-3-186	Guardian Automotive Products	Ligonier	104%	98%
35	IWT	IWT-5-6a-102-b2	Guide Corporation	Anderson		
36	IWT	IWT-5-5-102-B2	Haynes International Inc.	Kokomo	107%	100%

**PY05 Closed-out Grants**

	Program	Grant Number	Project	City	ERR (%)	Retention (%)
37	IWT	IWT-5-5-102-B2	Haynes International Inc.	Kokomo	107%	100%
38	ADVI	ADVI-4-228	Howard Regional Health System	Kokomo	111%	88%
39	ADVI	ADVI-3-102	Indiana Health Care and Rehab	South Bend	428%	100%
40	IWT	IWT-5-279	IR Von Duprin	Indianapolis	108%	95%
41	IWT	IWT-5-101-B2	Jasper Engine	Leavenworth	104%	52%
42	IWT	IWT-5-12-102-B1	Jasper Engine	Jasper	115%	4%
43	IWT	IWT-5-13a-102-B1	Jeffboat LLC	Jeffersonville	202%	55%
44	IWT	IVTC-4h-102-B1	Knauf Insulation	Shelbyville	103%	100%
45	IWT	IWT-5-2a-102-B1	Lock Joint Tube LLC	South Bend	145%	100%
46	TAG	TAG-5-10-102-B3	M & S Precision Machining Inc	Greensburg	84%	100%
47	TAG	TAG-5-10-102-B1	M. C. Aluminum America, Inc.	Columbus	90%	100%
48	IWT	IVTC-4f-102-B4	Magnetech Industrial Services	South Bend	242%	100%
49	IWT	IWT-3e-102	MAPP\Plastics Manufacturing Alliance	Bloomington	99%	82%
50	IWT	IWT-5-5-102-B1	Matthew-Warren, Inc.	Cass	86%	100%
51	IWT	IWT-5-6-102-B2	MFD Marion	Marion	102%	95%
52	IWT	IWT-5-13-102	MKM Machine Tool Co., Inc.	Jeffersonville	120%	100%
53	TAG	TAG-5-307	New Castle E-Coating Plus, LLC	New Castle	106%	100%
54	IWT	IWT-3-174	NIBCO, Inc.	Goshen	98%	98%
55	IWT	IWT-3-146	Northern Indiana Workforce Investment Board	South Bend	99%	85%
56	IWT	IWT-3-155	NTN Driveshaft	Columbus	103%	100%
57	IWT	IWT-5-6a-102-b4	Owens-Illinois, Inc.	Lapel	143%	100%
58	TAG	TAG-5-304	Packaging Corporation of America	Gas City	93%	80%
59	IWT	IWT-3-167	Pearson Education	Indianapolis	121%	100%
60	IWT	IWT-5-2-102-B1	Plastics Solutions, Inc	South Bend	91%	100%
61	IWT	IWT-3-180	Porter Engineered Systems, Inc.	Westfield	101%	90%
62	IWT	IWT-5-6a-102-b3	Red Gold, Inc.	Elwood	84%	100%
63	IWT	IWT-5-8-102-b1	Rolls-Royce	Indianapolis	120%	94%
64	IWT	IWT-3-172	Ryobi Diecasting (USA), Inc.	Shelbyville	113%	100%
65	IWT	IWT-3-177	Scott County Partnership	Scottsburg	94%	82%
66	IWT	IWT-4-252	Signal Learning	Mishawaka	105%	100%
67	IWT	IWT-5-10-102-b1	Sonoco	Edinburgh	114%	100%
68	RSA	RSA-3-13	Southeastern Indiana Workforce Investment Board	Madison	188%	92%

**PY05 Closed-out Grants**

	<b>Program</b>	<b>Grant Number</b>	<b>Project</b>	<b>City</b>	<b>ERR (%)</b>	<b>Retention (%)</b>
69	RSA	RSA-4-85	Southern Seven Workforce Investment Board	New Albany	157%	91%
70	ADVI	ADVI-4-16	Southwestern Indiana Workforce Investment Board	Evansville	123%	100%
71	IWT	IWT-4-244	Spectrum Container Inc.	Evansville	171%	64%
72	ADVI	ADVI-4-242	St. Joseph Hospital	Kokomo	46%	39%
73	TAG	TAG-5-287	Stant Manufacturing Inc	Connersville	85%	100%
74	IWT	IWT-3-181	Styline/OFS	Huntingburg	93%	85%
75	RSA	RSA-4-76	The Center of Workforce Innovations, Inc.	Valparaiso	95%	100%
76	ADVI	ADVI-3-151	The Trane Company	Indianapolis	120%	94%
77	TAG	TAG5-12-102-B3	ThyssenKrupp	Tell City	100%	100%
78	IWT	IWT-4-226	Twoson Tool	Muncie	106%	100%
79	IWT	IWT-3-184	Universal Music Group	Fishers	131%	100%
80	IWT	IWT-5-6a-102-b1	Weaver Popcorn	Van Buren	134%	100%
81	TAG	TAG5-12-102-B4	Whirlpool Corporation-Evansville Division	Evansville	79%	86%